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I. WAGE RATES INDEXES

1. This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100. Less detailed statistics are first published in the monthly statement, *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).

2. The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

3. The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights.

4. The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 issue of this publication. The industry weighting pattern of the indexes is shown on page 80 of *Labour Statistics, 1975* (Reference No. 6.61).

5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

6. The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in paragraph 2 above. Relevant rates of prescribed minimum wages for adult males and adult females (see page 12) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance.

7. In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).

8. The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these

weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

9. Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance.

10. Weighted average minimum weekly wage rates for adult males and adult females covered by "Federal awards, etc." and for those covered by "State awards, etc." (as defined below) are shown separately in Tables 3 and 9. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

Relevant definitions are as follows :

"Federal awards, etc." include awards of, or collective agreements registered with, the Australian Conciliation and Arbitration Commission and the Coal Industry Tribunal, and determinations of the Australian Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or collective agreements registered with, State industrial tribunals together with certain unregistered collective agreements where these are dominant in the particular industries to which they refer.

11. The proportion of employees covered by Federal and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

12. For reasons discussed in paragraph 2, page 13 weekly wage rates for adult males shown in this Section cannot be compared directly with average earnings figures shown in Section III. The wage rates also cannot be directly compared with the average earnings series shown in Section IV for similar reasons.

13. **Related publications.** Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1976. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

Minimum Wage Rates, March 1939 to June 1965
(Reference No. 6.17)

Wage Rates Indexes, June 1965 to June 1968
(Reference No. 6.21)

Wage Rates Indexes, June 1968 to June 1972
(Reference No. 6.33)

Wage Rates and Earnings, June 1976, (Reference No. 6.16) for final figures July 1972 to June 1975.

Figures subsequent to June 1975 will be found in the July 1976 and later issues of this bulletin, and in the July 1976 and later issues of the monthly statement *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).

All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8), which is available free of charge from any ABS office.

14. In some cases, when awards etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc., figures for the latest twelve months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request.

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TABLE 1. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS, AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

| End of - | Manufacturing | | | | | | | | | | | Public authority (n.e.i.) and community and business services | Amusement, hotels, personal service, etc. | All industry groups (d) | | | |
|--|--------------------------|-------------------------------------|---------------------------------|-------------------------|------------------------------|-----------------------|---------------------|--------------------------|---------------------------|------------------|------------------------|---|---|-------------------------|--------|--------|--------|
| | Mining and quarrying (b) | Engineering, metals, vehicles, etc. | Textiles, clothing and footwear | Food, drink and tobacco | Saw-milling, furniture, etc. | Paper, printing, etc. | Other manufacturing | All manufacturing groups | Building and construction | Railway services | Road and air transport | | | | | | |
| | | | | | | | | | | | | | | | | | |
| WAGE RATES (\$) | | | | | | | | | | | | | | | | | |
| 1976 - | | | | | | | | | | | | | | | | | |
| February | 156.72 | 117.70 | 115.36 | 122.64 | 119.02 | 126.90 | 120.22 | 119.31 | 135.51 | 115.93 | 124.18 | 154.14 | 150.98 | 125.51 | 127.76 | 116.15 | 125.71 |
| March | 156.82 | 117.72 | 115.37 | 122.50 | 119.05 | 126.90 | 120.24 | 119.31 | 135.85 | 115.93 | 124.18 | 154.14 | 150.98 | 125.62 | 128.09 | 116.27 | 125.78 |
| April | 156.93 | 117.82 | 115.57 | 122.74 | 119.24 | 126.92 | 120.29 | 119.43 | 135.85 | 115.93 | 124.20 | 154.21 | 150.98 | 125.71 | 128.21 | 116.41 | 125.87 |
| May | 160.98 | 121.29 | 119.01 | 126.30 | 122.69 | 130.78 | 123.87 | 122.95 | 139.88 | 119.34 | 127.79 | 157.97 | 154.81 | 129.43 | 131.92 | 119.74 | 129.51 |
| June | 161.62 | 121.37 | 119.03 | 126.38 | 122.69 | 130.78 | 124.08 | 123.04 | 140.25 | 119.38 | 127.79 | 157.97 | 154.81 | 129.43 | 131.92 | 119.86 | 129.63 |
| July | 162.02 | 121.39 | 119.04 | 126.52 | 122.69 | 130.79 | 124.09 | 123.07 | 140.25 | 119.38 | 127.81 | 157.98 | 154.81 | 129.47 | 131.92 | 119.86 | 129.66 |
| August | 164.84 | 123.95 | 121.55 | 129.02 | 125.37 | 133.34 | 126.67 | 125.63 | 142.85 | 121.92 | 130.34 | 160.55 | 157.40 | 132.19 | 135.83 | 122.28 | 132.29 |
| September | 165.11 | 123.97 | 121.55 | 129.02 | 125.37 | 133.34 | 126.68 | 125.64 | 142.85 | 121.92 | 130.37 | 160.55 | 157.40 | 132.19 | 135.84 | 122.28 | 132.31 |
| October | 164.84 | 123.96 | 121.55 | 129.02 | 125.37 | 133.34 | 126.70 | 125.65 | 142.86 | 121.92 | 130.37 | 160.55 | 157.40 | 132.19 | 135.84 | 122.40 | 132.30 |
| November | 167.86 | 126.70 | 124.22 | 131.90 | 128.04 | 136.23 | 129.47 | 128.41 | 145.26 | 124.40 | 133.27 | 163.98 | 160.86 | 135.12 | 138.78 | 124.99 | 135.08 |
| December | 168.26 | 126.70 | 124.22 | 131.90 | 128.04 | 136.23 | 129.47 | 128.41 | 145.28 | 124.40 | 133.27 | 163.98 | 160.86 | 135.12 | 138.78 | 124.99 | 135.10 |
| 1977 - | | | | | | | | | | | | | | | | | |
| January | 169.39 | 126.72 | 124.22 | 131.90 | 128.04 | 136.23 | 129.47 | 128.42 | 145.28 | 124.40 | 133.27 | 163.98 | 160.86 | 135.12 | 138.78 | 125.11 | 135.14 |
| February | 170.10 | 126.93 | 124.30 | 132.11 | 128.30 | 136.32 | 129.75 | 128.63 | 145.50 | 124.40 | 133.52 | 164.00 | 160.86 | 135.58 | 139.40 | 125.21 | 135.39 |
| INDEX NUMBERS | | | | | | | | | | | | | | | | | |
| (Base : Weighted average weekly wage rate, Australia, year 1954 = 100) | | | | | | | | | | | | | | | | | |
| 1976 - | | | | | | | | | | | | | | | | | |
| February | 554.9 | 416.7 | 408.5 | 434.2 | 421.4 | 449.3 | 425.7 | 422.5 | 479.8 | 410.5 | 439.7 | 545.8 | 534.6 | 444.4 | 452.4 | 411.3 | 445.1 |
| March | 555.3 | 416.8 | 408.5 | 433.8 | 421.5 | 449.3 | 425.8 | 422.5 | 481.0 | 410.5 | 439.7 | 545.8 | 534.6 | 444.8 | 453.5 | 411.7 | 445.4 |
| April | 555.7 | 417.2 | 409.2 | 434.6 | 422.2 | 449.4 | 425.9 | 422.9 | 481.0 | 410.5 | 439.8 | 546.0 | 534.6 | 445.1 | 454.0 | 412.2 | 445.7 |
| May | 570.0 | 429.5 | 421.4 | 447.2 | 434.4 | 463.1 | 438.6 | 435.3 | 495.3 | 422.6 | 452.5 | 559.3 | 548.2 | 458.3 | 467.1 | 424.0 | 458.6 |
| June | 572.3 | 429.7 | 421.5 | 447.5 | 434.4 | 463.1 | 439.3 | 435.7 | 496.6 | 422.7 | 452.5 | 559.3 | 548.2 | 458.3 | 467.1 | 424.4 | 459.0 |
| July | 573.7 | 429.8 | 421.5 | 448.0 | 434.4 | 463.1 | 439.4 | 435.8 | 496.6 | 422.7 | 452.6 | 559.4 | 548.2 | 458.4 | 467.1 | 424.4 | 459.1 |
| August | 583.7 | 438.9 | 430.4 | 456.8 | 443.9 | 472.1 | 448.5 | 444.9 | 505.8 | 431.7 | 461.5 | 568.5 | 557.3 | 468.1 | 481.0 | 433.0 | 468.4 |
| September | 584.6 | 439.0 | 430.4 | 456.8 | 443.9 | 472.1 | 448.5 | 444.9 | 505.8 | 431.7 | 461.6 | 568.5 | 557.3 | 468.1 | 481.0 | 433.0 | 468.5 |
| October | 583.7 | 438.9 | 430.4 | 456.8 | 443.9 | 472.1 | 448.6 | 444.9 | 505.8 | 431.7 | 461.6 | 568.5 | 557.3 | 468.1 | 481.0 | 433.4 | 468.5 |
| November | 594.4 | 448.6 | 439.9 | 467.0 | 453.4 | 482.4 | 458.4 | 454.7 | 514.3 | 440.5 | 471.9 | 580.6 | 569.6 | 478.4 | 491.4 | 442.6 | 478.3 |
| December | 595.8 | 448.6 | 439.9 | 467.0 | 453.4 | 482.4 | 458.4 | 454.7 | 514.4 | 440.5 | 471.9 | 580.6 | 569.6 | 478.4 | 491.4 | 442.6 | 478.4 |
| 1977 - | | | | | | | | | | | | | | | | | |
| January | 599.8 | 448.7 | 439.9 | 467.0 | 453.4 | 482.4 | 458.4 | 454.7 | 514.4 | 440.5 | 471.9 | 580.6 | 569.6 | 478.4 | 491.4 | 443.0 | 478.5 |
| February | 602.3 | 449.4 | 440.1 | 467.8 | 454.3 | 482.7 | 459.4 | 455.4 | 515.2 | 440.5 | 472.8 | 580.7 | 569.6 | 480.1 | 493.6 | 443.4 | 479.4 |

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

TABLE 2. WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--|--------|--------|--------|--------|--------|--------|--------|
| WAGE RATES (\$) | | | | | | | |
| 1976 - | | | | | | | |
| February | 126.62 | 124.68 | 129.37 | 122.72 | 121.67 | 125.05 | 125.71 |
| March | 126.62 | 124.71 | 129.77 | 122.76 | 121.73 | 125.05 | 125.78 |
| April | 126.69 | 124.74 | 129.86 | 123.09 | 121.83 | 125.07 | 125.87 |
| May | 130.37 | 128.35 | 133.56 | 126.73 | 125.37 | 128.76 | 129.51 |
| June | 130.46 | 128.58 | 133.60 | 126.79 | 125.43 | 128.80 | 129.63 |
| July | 130.50 | 128.62 | 133.60 | 126.80 | 125.56 | 128.80 | 129.66 |
| August | 133.14 | 131.17 | 136.11 | 129.36 | 128.76 | 131.35 | 132.29 |
| September | 133.17 | 131.17 | 136.11 | 129.37 | 128.84 | 131.35 | 132.31 |
| October | 133.14 | 131.17 | 136.11 | 129.37 | 128.91 | 131.35 | 132.30 |
| November | 135.86 | 133.98 | 139.12 | 132.16 | 131.39 | 134.15 | 135.08 |
| December | 135.90 | 133.98 | 139.14 | 132.17 | 131.39 | 134.15 | 135.10 |
| 1977 - | | | | | | | |
| January | 136.00 | 133.98 | 139.14 | 132.21 | 131.43 | 134.15 | 135.14 |
| February | 135.98 | 133.98 | 139.14 | 132.21 | 135.13 | 134.15 | 135.39 |
| INDEX NUMBERS | | | | | | | |
| (Base : Weighted average weekly wage rate, Australia, year 1954 = 100) | | | | | | | |
| 1976 - | | | | | | | |
| February | 448.3 | 441.5 | 458.1 | 434.5 | 430.8 | 442.8 | 445.1 |
| March | 448.4 | 441.6 | 459.5 | 434.7 | 431.0 | 442.8 | 445.4 |
| April | 448.6 | 441.7 | 459.8 | 435.8 | 431.4 | 442.8 | 445.7 |
| May | 461.6 | 454.5 | 472.9 | 448.7 | 443.9 | 455.9 | 458.6 |
| June | 461.9 | 455.3 | 473.0 | 448.9 | 444.1 | 456.0 | 459.0 |
| July | 462.1 | 455.4 | 473.0 | 449.0 | 444.6 | 456.1 | 459.1 |
| August | 471.4 | 464.4 | 481.9 | 458.0 | 455.9 | 465.1 | 468.4 |
| September | 471.5 | 464.4 | 481.9 | 458.1 | 456.2 | 465.1 | 468.5 |
| October | 471.4 | 464.4 | 481.9 | 458.1 | 456.4 | 465.1 | 468.5 |
| November | 481.1 | 474.4 | 492.6 | 468.0 | 465.2 | 475.0 | 478.3 |
| December | 481.2 | 474.4 | 492.7 | 468.0 | 465.2 | 475.0 | 478.4 |
| 1977 - | | | | | | | |
| January | 481.5 | 474.4 | 492.7 | 468.1 | 465.4 | 475.0 | 478.5 |
| February | 481.5 | 474.4 | 492.7 | 468.1 | 478.5 | 475.0 | 479.4 |

For footnotes see below.

TABLE 3. WEEKLY WAGE RATES : ADULT MALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--------------------------|--------|--------|--------|--------|--------|--------|--------|
| FEDERAL AWARDS, ETC. (b) | | | | | | | |
| 1976 - | | | | | | | |
| February | 128.12 | 123.24 | 138.65 | 124.95 | 140.24 | 125.54 | 126.74 |
| March | 128.12 | 123.24 | 139.48 | 124.95 | 140.24 | 125.54 | 126.79 |
| April | 128.14 | 123.26 | 139.50 | 124.96 | 140.27 | 125.55 | 126.81 |
| May | 131.88 | 126.81 | 143.40 | 128.65 | 143.98 | 129.11 | 130.48 |
| June | 131.93 | 126.84 | 143.52 | 128.69 | 143.98 | 129.16 | 130.52 |
| July | 131.93 | 126.84 | 143.52 | 128.69 | 143.98 | 129.16 | 130.52 |
| August | 134.47 | 129.40 | 146.08 | 131.21 | 146.61 | 131.72 | 133.07 |
| September | 134.47 | 129.40 | 146.08 | 131.21 | 146.61 | 131.72 | 133.07 |
| October | 134.47 | 129.40 | 146.08 | 131.21 | 146.61 | 131.72 | 133.07 |
| November | 137.32 | 132.17 | 149.12 | 134.03 | 149.82 | 134.51 | 135.90 |
| December | 137.32 | 132.17 | 149.12 | 134.03 | 149.82 | 134.51 | 135.90 |
| 1977 - | | | | | | | |
| January | 137.32 | 132.17 | 149.12 | 134.03 | 149.82 | 134.51 | 135.90 |
| February | 137.32 | 132.17 | 149.12 | 134.03 | 149.82 | 134.51 | 135.90 |
| STATE AWARDS, ETC. (b) | | | | | | | |
| 1976 - | | | | | | | |
| February | 124.68 | 128.12 | 126.25 | 117.19 | 118.95 | 123.94 | 124.46 |
| March | 124.70 | 128.21 | 126.51 | 117.33 | 119.02 | 123.94 | 124.56 |
| April | 124.83 | 128.28 | 126.63 | 118.48 | 119.13 | 123.96 | 124.73 |
| May | 128.42 | 131.98 | 130.26 | 121.99 | 122.64 | 127.97 | 128.34 |
| June | 128.58 | 132.72 | 130.27 | 122.08 | 122.71 | 127.97 | 128.55 |
| July | 128.66 | 132.84 | 130.27 | 122.12 | 122.85 | 128.00 | 128.63 |
| August | 131.44 | 135.37 | 132.76 | 124.78 | 126.15 | 130.51 | 131.35 |
| September | 131.49 | 135.37 | 132.76 | 124.82 | 126.23 | 130.51 | 131.39 |
| October | 131.44 | 135.37 | 132.76 | 124.80 | 126.31 | 130.51 | 131.38 |
| November | 133.99 | 138.29 | 135.76 | 127.54 | 128.68 | 133.33 | 134.09 |
| December | 134.07 | 138.29 | 135.78 | 127.58 | 128.68 | 133.33 | 134.13 |
| 1977 - | | | | | | | |
| January | 134.29 | 138.29 | 135.78 | 127.72 | 128.73 | 133.33 | 134.23 |
| February | 134.25 | 138.29 | 135.78 | 127.72 | 132.98 | 133.33 | 134.77 |

(a) Excludes rural industry. See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — See paragraph 14, page 3.

(b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 4. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

WAGE RATES (\$)

| End of - | Mining and quarrying (b) | Manufacturing | | | | | | | | | | | Public authority (n.e.i.) and community and business services | Amusement, hotels, personal service, etc. | All industry groups (d) | | |
|-------------------|-----------------------------|--|--|----------------------------------|------------------------------------|-----------------------------|------------------------|-------------------------------------|-----------------------------------|---------------------|---------------------------------|--|---|---|-------------------------------|--------|--------|
| | | Engineering, metals, vehicles, etc. | Textiles, clothing and footwear | Food, drink and tobacco | Saw-milling, furniture, etc. | Paper, printing, etc. | Other manufacturing | All manu- facturing groups | Building and con- struction | Railway services | Road and air transport | Shipping and steve- doring (c) | | | | | |
| | | | | | | | | | | | | | | | | | |
| NEW SOUTH WALES | | | | | | | | | | | | | | | | | |
| 1976 - October | 181.72 | 120.86 | 121.01 | 128.53 | 127.34 | 128.82 | 126.55 | 123.73 | 148.05 | 119.97 | 134.77 | 162.59 | 157.43 | 132.18 | 136.99 | 125.36 | 133.14 |
| November | 184.74 | 123.49 | 123.68 | 131.33 | 129.88 | 131.64 | 129.31 | 126.42 | 150.16 | 122.59 | 137.74 | 165.95 | 160.88 | 135.07 | 139.93 | 128.11 | 135.86 |
| December | 185.49 | 123.49 | 123.68 | 131.33 | 129.88 | 131.64 | 129.31 | 126.42 | 150.16 | 122.59 | 137.74 | 165.95 | 160.88 | 135.07 | 139.93 | 128.11 | 135.90 |
| 1977 - January | 187.58 | 123.49 | 123.68 | 131.33 | 129.88 | 131.64 | 129.31 | 126.42 | 150.16 | 122.59 | 137.74 | 165.95 | 160.88 | 135.07 | 139.93 | 128.11 | 136.00 |
| February | 187.18 | 123.49 | 123.68 | 131.33 | 129.88 | 131.64 | 129.31 | 126.42 | 150.16 | 122.59 | 137.74 | 165.95 | 160.88 | 135.07 | 139.93 | 128.11 | 135.98 |
| VICTORIA | | | | | | | | | | | | | | | | | 6 |
| 1976 - October | 128.33 | 126.31 | 121.85 | 128.61 | 120.48 | 136.42 | 127.34 | 126.51 | 146.24 | 115.24 | 126.92 | 163.25 | 158.23 | 133.82 | 133.80 | 121.71 | 131.17 |
| November | 131.07 | 129.08 | 124.53 | 131.42 | 123.13 | 139.43 | 130.10 | 129.27 | 149.01 | 117.78 | 129.72 | 166.84 | 161.71 | 136.68 | 136.68 | 124.37 | 133.98 |
| December | 131.07 | 129.08 | 124.53 | 131.42 | 123.13 | 139.43 | 130.10 | 129.27 | 149.01 | 117.78 | 129.72 | 166.84 | 161.71 | 136.68 | 136.68 | 124.37 | 133.98 |
| 1977 - January | 131.07 | 129.08 | 124.53 | 131.42 | 123.13 | 139.43 | 130.10 | 129.27 | 149.01 | 117.78 | 129.72 | 166.84 | 161.71 | 136.68 | 136.68 | 124.37 | 133.98 |
| February | 131.07 | 129.08 | 124.53 | 131.42 | 123.13 | 139.43 | 130.10 | 129.27 | 149.01 | 117.78 | 129.72 | 166.84 | 161.71 | 136.68 | 136.68 | 124.37 | 133.98 |
| QUEENSLAND | | | | | | | | | | | | | | | | | |
| 1976 - October | 167.24 | 132.21 | 123.33 | 132.26 | 131.48 | 144.63 | 127.91 | 131.90 | 135.43 | 135.49 | 126.66 | 155.87 | 157.05 | 132.96 | 139.06 | 124.74 | 136.11 |
| November | 170.54 | 135.12 | 126.05 | 135.41 | 134.38 | 147.82 | 130.74 | 134.87 | 138.15 | 138.47 | 129.45 | 159.30 | 160.50 | 136.21 | 142.13 | 127.48 | 139.12 |
| December | 170.54 | 135.12 | 126.05 | 135.41 | 134.38 | 147.82 | 130.74 | 134.87 | 138.27 | 138.47 | 129.45 | 159.30 | 160.50 | 136.21 | 142.13 | 127.48 | 139.14 |
| 1977 - January | 170.54 | 135.12 | 126.05 | 135.41 | 134.38 | 147.82 | 130.74 | 134.87 | 138.27 | 138.47 | 129.45 | 159.30 | 160.50 | 136.21 | 142.13 | 127.48 | 139.14 |
| February | 170.54 | 135.12 | 126.05 | 135.41 | 134.38 | 147.82 | 130.74 | 134.87 | 138.27 | 138.47 | 129.45 | 159.30 | 160.50 | 136.21 | 142.13 | 127.48 | 139.14 |
| SOUTH AUSTRALIA | | | | | | | | | | | | | | | | | |
| 1976 - October | 124.53 | 124.16 | 120.71 | 124.06 | 120.22 | 134.44 | 126.19 | 124.61 | 141.60 | 120.04 | 126.40 | 154.18 | 156.27 | 129.35 | 126.39 | 117.79 | 129.37 |
| November | 127.11 | 126.81 | 123.37 | 126.79 | 122.87 | 137.40 | 129.01 | 127.32 | 144.48 | 122.80 | 129.18 | 157.57 | 159.70 | 132.19 | 129.16 | 120.22 | 132.16 |
| December | 127.11 | 126.85 | 123.37 | 126.79 | 122.87 | 137.40 | 129.01 | 127.34 | 144.48 | 122.80 | 129.18 | 157.57 | 159.70 | 132.19 | 129.16 | 120.22 | 132.17 |
| 1977 - January | 127.11 | 126.99 | 123.37 | 126.79 | 122.87 | 137.40 | 129.01 | 127.42 | 144.48 | 122.80 | 129.18 | 157.57 | 159.70 | 132.19 | 129.16 | 120.22 | 132.21 |
| February | 127.11 | 126.99 | 123.37 | 126.79 | 122.87 | 137.40 | 129.01 | 127.42 | 144.48 | 122.80 | 129.18 | 157.57 | 159.70 | 132.19 | 129.16 | 120.22 | 132.21 |
| WESTERN AUSTRALIA | | | | | | | | | | | | | | | | | |
| 1976 - October | 132.96 | 122.67 | 124.30 | 130.74 | 124.43 | 131.90 | 125.20 | 125.09 | 133.87 | 109.96 | 129.64 | 163.82 | 157.93 | 128.34 | 135.99 | 113.50 | 128.91 |
| November | 135.88 | 126.18 | 127.02 | 133.81 | 127.10 | 133.90 | 127.99 | 128.14 | 135.14 | 110.35 | 133.06 | 167.14 | 161.40 | 131.22 | 138.97 | 114.91 | 131.39 |
| December | 135.88 | 126.18 | 127.02 | 133.81 | 127.10 | 133.90 | 127.99 | 128.14 | 135.14 | 110.35 | 133.06 | 167.14 | 161.40 | 131.22 | 138.97 | 114.91 | 131.39 |
| 1977 - January | 135.88 | 126.18 | 127.02 | 133.81 | 127.10 | 133.90 | 127.99 | 128.14 | 135.14 | 110.35 | 133.06 | 167.14 | 161.40 | 131.22 | 138.97 | 114.91 | 131.39 |
| February | 142.48 | 131.50 | 130.32 | 138.71 | 129.68 | 136.10 | 132.71 | 132.59 | 137.60 | 110.35 | 136.93 | 167.39 | 161.40 | 136.37 | 144.44 | 118.10 | 135.13 |
| TASMANIA | | | | | | | | | | | | | | | | | |
| 1976 - October | 143.08 | 125.11 | 117.52 | 126.82 | 119.77 | 129.15 | 121.41 | 124.23 | 132.96 | 120.53 | 129.78 | 160.16 | 153.45 | 133.79 | 145.60 | 116.46 | 131.35 |
| November | 146.07 | 127.77 | 120.12 | 129.60 | 122.41 | 131.99 | 124.02 | 126.93 | 135.58 | 123.12 | 132.61 | 163.68 | 156.83 | 136.72 | 148.82 | 119.03 | 134.15 |
| December | 146.07 | 127.77 | 120.12 | 129.60 | 122.41 | 131.99 | 124.02 | 126.93 | 135.58 | 123.12 | 132.61 | 163.68 | 156.83 | 136.72 | 148.82 | 119.03 | 134.15 |
| 1977 - January | 146.07 | 127.77 | 120.12 | 129.60 | 122.41 | 131.99 | 124.02 | 126.93 | 135.58 | 123.12 | 132.61 | 163.68 | 156.83 | 136.72 | 148.82 | 119.03 | 134.15 |
| February | 146.07 | 127.77 | 120.12 | 129.60 | 122.41 | 131.99 | 124.02 | 126.93 | 135.58 | 123.12 | 132.61 | 163.68 | 156.83 | 136.72 | 148.82 | 119.03 | 134.15 |

TABLE 4. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS - continued
INDEX NUMBERS
 (Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

| End of - | Mining and quarrying (b) | Manufacturing | | | | | | | | | | Building and construction | Railway services | Road and air transport | Shipping and stevedoring (c) | Communication | Whole-sale and retail trade | Public authority (n.e.i.) | Amuse-ment, community and business services | Personal service, etc. | All industry groups (d) | | |
|--------------------------|-----------------------------|--------------------------------------|---------------------------------|-------------------------|------------------------------|-----------------------|----------------------|---------------------------|------------------|------------------------|---------------------------------|---------------------------|------------------|------------------------|---------------------------------|---------------|-----------------------------|------------------------------|---|------------------------|----------------------------|--|--|
| | | Engin-eering, metals, vehicles, etc. | Textiles, clothing and footwear | Food, drink and tobacco | Saw-milling, furniture, etc. | Paper, printing, etc. | Other manu-facturing | All manu-facturing groups | Railway services | Road and air transport | Shipping and stevedoring (c) | | | | | | | | | | | | |
| NEW SOUTH WALES | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 643.4 | 427.9 | 428.5 | 455.1 | 450.9 | 456.1 | 448.1 | 438.1 | 524.2 | 424.8 | 477.2 | 575.7 | 557.4 | 468.0 | 485.1 | 443.9 | 471.4 | | | | | | |
| November | 654.1 | 437.2 | 437.9 | 465.0 | 459.9 | 466.1 | 457.9 | 447.6 | 531.7 | 434.1 | 487.7 | 587.6 | 569.7 | 478.3 | 495.5 | 453.6 | 481.1 | | | | | | |
| December | 656.8 | 437.2 | 437.9 | 465.0 | 459.9 | 466.1 | 457.9 | 447.6 | 531.7 | 434.1 | 487.7 | 587.6 | 569.7 | 478.3 | 495.5 | 453.6 | 481.2 | | | | | | |
| 1977 - January | 664.2 | 437.2 | 437.9 | 465.0 | 459.9 | 466.1 | 457.9 | 447.6 | 531.7 | 434.1 | 487.7 | 587.6 | 569.7 | 478.3 | 495.5 | 453.6 | 481.5 | | | | | | |
| February | 662.8 | 437.2 | 437.9 | 465.0 | 459.9 | 466.1 | 457.9 | 447.6 | 431.7 | 434.1 | 487.7 | 587.6 | 569.7 | 478.3 | 495.5 | 453.6 | 481.5 | | | | | | |
| VICTORIA | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 454.4 | 447.2 | 431.4 | 455.4 | 426.6 | 483.1 | 450.9 | 447.9 | 517.8 | 408.1 | 449.4 | 578.0 | 560.3 | 473.8 | 473.8 | 431.0 | 464.4 | | | | | | |
| November | 464.1 | 457.1 | 440.9 | 465.3 | 436.0 | 493.7 | 460.6 | 457.7 | 527.6 | 417.1 | 459.3 | 590.8 | 572.6 | 484.0 | 483.9 | 440.4 | 474.4 | | | | | | |
| December | 464.1 | 457.1 | 440.9 | 465.3 | 436.0 | 493.7 | 460.6 | 457.7 | 527.6 | 417.1 | 459.3 | 590.8 | 572.6 | 484.0 | 483.9 | 440.4 | 474.4 | | | | | | |
| 1977 - January | 464.1 | 457.1 | 440.9 | 465.3 | 436.0 | 493.7 | 460.6 | 457.7 | 527.6 | 417.1 | 459.3 | 590.8 | 572.6 | 484.0 | 483.9 | 440.4 | 474.4 | | | | | | |
| February | 464.1 | 457.1 | 440.9 | 465.3 | 436.0 | 493.7 | 460.6 | 457.7 | 527.6 | 417.1 | 459.3 | 590.8 | 572.6 | 484.0 | 483.9 | 440.4 | 474.4 | | | | | | |
| QUEENSLAND | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 592.2 | 468.1 | 436.7 | 468.3 | 465.6 | 512.1 | 452.9 | 467.0 | 479.5 | 479.7 | 448.5 | 551.9 | 556.1 | 470.8 | 492.4 | 441.7 | 481.9 | | | | | | |
| November | 603.8 | 478.4 | 446.3 | 479.5 | 475.8 | 523.4 | 462.9 | 477.6 | 489.2 | 490.3 | 458.4 | 564.1 | 568.3 | 482.3 | 503.2 | 451.4 | 492.6 | | | | | | |
| December | 603.8 | 478.4 | 446.3 | 479.5 | 475.8 | 523.4 | 462.9 | 477.6 | 489.6 | 490.3 | 458.4 | 564.1 | 568.3 | 482.3 | 503.2 | 451.4 | 492.7 | | | | | | |
| 1977 - January | 603.8 | 478.4 | 446.3 | 479.5 | 475.8 | 523.4 | 462.9 | 477.6 | 489.6 | 490.3 | 458.4 | 564.1 | 568.3 | 482.3 | 503.2 | 451.4 | 492.7 | | | | | | |
| February | 603.8 | 478.4 | 446.3 | 479.5 | 475.8 | 523.4 | 462.9 | 477.6 | 489.6 | 490.3 | 458.4 | 564.1 | 568.3 | 482.3 | 503.2 | 451.4 | 492.7 | | | | | | |
| SOUTH AUSTRALIA | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 440.9 | 439.6 | 427.4 | 439.3 | 425.7 | 476.0 | 446.8 | 441.2 | 501.4 | 425.0 | 447.6 | 545.9 | 553.3 | 458.0 | 447.5 | 417.1 | 458.1 | | | | | | |
| November | 450.1 | 449.0 | 436.8 | 448.9 | 435.1 | 486.5 | 456.8 | 450.8 | 511.6 | 434.8 | 457.4 | 557.9 | 565.5 | 468.1 | 457.3 | 425.7 | 468.0 | | | | | | |
| December | 450.1 | 449.2 | 436.8 | 448.9 | 435.1 | 486.5 | 456.8 | 450.9 | 511.6 | 434.8 | 457.4 | 557.9 | 565.5 | 468.1 | 457.3 | 425.7 | 468.0 | | | | | | |
| 1977 - January | 450.1 | 449.7 | 436.8 | 448.9 | 435.1 | 486.5 | 456.8 | 451.2 | 511.6 | 434.8 | 457.4 | 557.9 | 565.5 | 468.1 | 457.3 | 425.7 | 468.1 | | | | | | |
| February | 450.1 | 449.7 | 436.8 | 448.9 | 435.1 | 486.5 | 456.8 | 451.2 | 511.6 | 434.8 | 457.4 | 557.9 | 565.5 | 468.1 | 457.3 | 425.7 | 468.1 | | | | | | |
| WESTERN AUSTRALIA | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 470.8 | 434.3 | 440.1 | 462.9 | 440.6 | 467.0 | 443.3 | 442.9 | 474.0 | 389.4 | 459.0 | 580.0 | 559.2 | 454.4 | 481.5 | 401.9 | 456.4 | | | | | | |
| November | 481.1 | 446.8 | 449.8 | 473.8 | 450.0 | 474.1 | 453.2 | 453.7 | 478.5 | 390.7 | 471.1 | 591.8 | 571.5 | 464.6 | 492.1 | 406.9 | 465.2 | | | | | | |
| December | 481.1 | 446.8 | 449.8 | 473.8 | 450.0 | 474.1 | 453.2 | 453.7 | 478.5 | 390.7 | 471.1 | 591.8 | 571.5 | 464.6 | 492.1 | 406.9 | 465.2 | | | | | | |
| 1977 - January | 481.1 | 446.8 | 449.8 | 473.8 | 450.0 | 474.1 | 453.2 | 453.7 | 478.5 | 390.7 | 471.1 | 591.8 | 571.5 | 464.6 | 492.1 | 412.8 | 465.4 | | | | | | |
| February | 504.5 | 465.6 | 461.4 | 491.1 | 459.2 | 481.9 | 469.9 | 469.5 | 487.2 | 390.7 | 484.8 | 592.7 | 571.5 | 482.9 | 511.4 | 418.2 | 478.5 | | | | | | |
| TASMANIA | | | | | | | | | | | | | | | | | | | | | | | |
| 1976 - October | 506.6 | 443.0 | 416.1 | 449.0 | 424.1 | 457.3 | 429.9 | 439.9 | 470.8 | 426.8 | 459.5 | 567.1 | 543.3 | 473.7 | 515.6 | 412.4 | 465.1 | | | | | | |
| November | 517.2 | 452.4 | 425.3 | 458.9 | 433.4 | 467.4 | 439.1 | 449.4 | 480.1 | 436.0 | 469.6 | 579.6 | 555.3 | 484.1 | 527.0 | 421.5 | 475.0 | | | | | | |
| December | 517.2 | 452.4 | 425.3 | 458.9 | 433.4 | 467.4 | 439.1 | 449.4 | 480.1 | 436.0 | 469.6 | 579.6 | 555.3 | 484.1 | 527.0 | 421.5 | 475.0 | | | | | | |
| 1977 - January | 517.2 | 452.4 | 425.3 | 458.9 | 433.4 | 467.4 | 439.1 | 449.4 | 480.1 | 436.0 | 469.6 | 579.6 | 555.3 | 484.1 | 527.0 | 421.5 | 475.0 | | | | | | |
| February | 517.2 | 452.4 | 425.3 | 458.9 | 433.4 | 467.4 | 439.1 | 449.4 | 480.1 | 436.0 | 469.6 | 579.6 | 555.3 | 484.1 | 527.0 | 421.5 | 475.0 | | | | | | |

(a) See paragraph 8, page 2. Figures subject to revision - see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

TABLE 5. HOURLY WAGE RATES : ADULT MALES (a)
INDUSTRY GROUPS, 28 FEBRUARY 1977 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

| Industry group | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| WAGE RATES (Cents) | | | | | | | |
| Mining and quarrying (c) | 523.61 | 327.69 | 450.18 | 317.77 | 373.34 | 373.40 | 458.99 |
| Manufacturing – | | | | | | | |
| Engineering, metals, vehicles, etc. | 308.83 | 322.94 | 338.00 | 317.48 | 329.05 | 319.43 | 317.48 |
| Textiles, clothing and footwear | 309.19 | 311.32 | 315.13 | 308.43 | 325.80 | 300.29 | 310.74 |
| Food, drink and tobacco | 328.79 | 328.55 | 338.53 | 316.97 | 346.77 | 324.00 | 330.43 |
| Sawmilling, furniture, etc. | 324.70 | 307.83 | 335.96 | 307.18 | 324.20 | 306.03 | 320.75 |
| Paper, printing, etc. | 329.10 | 349.07 | 369.55 | 343.50 | 347.11 | 329.99 | 341.25 |
| Other manufacturing | 323.28 | 325.53 | 326.85 | 323.29 | 331.00 | 310.32 | 324.50 |
| <i>All manufacturing groups</i> | <i>316.15</i> | <i>323.37</i> | <i>337.26</i> | <i>318.69</i> | <i>331.73</i> | <i>317.36</i> | <i>321.71</i> |
| Building and construction | 375.41 | 372.52 | 345.67 | 361.19 | 344.00 | 338.95 | 363.74 |
| Railway services | 306.47 | 294.77 | 346.17 | 307.00 | 275.86 | 307.80 | 311.07 |
| Road and air transport | 344.34 | 324.29 | 323.63 | 322.96 | 342.32 | 331.53 | 333.79 |
| Communication | 412.68 | 416.43 | 413.31 | 416.15 | 415.63 | 404.40 | 414.02 |
| Wholesale and retail trade | 337.68 | 341.70 | 340.52 | 330.48 | 340.92 | 341.80 | 338.96 |
| Public authority (n.e.i.) and community and business services | 356.72 | 351.05 | 359.61 | 329.24 | 364.93 | 377.84 | 355.15 |
| Amusement, hotels, personal service, etc. | 320.27 | 310.94 | 318.70 | 300.55 | 295.26 | 297.58 | 313.03 |
| <i>All industry groups (d)</i> | <i>340.33</i> | <i>333.88</i> | <i>347.53</i> | <i>328.84</i> | <i>337.17</i> | <i>331.79</i> | <i>337.97</i> |
| INDEX NUMBERS | | | | | | | |
| (Base : Weighted average hourly wage rate, Australia, year 1954 = 100) | | | | | | | |
| Mining and quarrying (c) | 740.1 | 463.2 | 636.3 | 449.1 | 527.7 | 527.8 | 648.8 |
| Manufacturing – | | | | | | | |
| Engineering, metals, vehicles, etc. | 436.5 | 456.5 | 477.7 | 448.7 | 465.1 | 451.5 | 448.7 |
| Textiles, clothing and footwear | 437.0 | 440.0 | 445.4 | 435.9 | 460.5 | 424.4 | 439.2 |
| Food, drink and tobacco | 464.7 | 464.4 | 478.5 | 448.0 | 490.1 | 458.0 | 467.0 |
| Sawmilling, furniture, etc. | 458.9 | 435.1 | 474.9 | 434.2 | 458.2 | 432.5 | 453.4 |
| Paper, printing, etc. | 465.2 | 493.4 | 522.3 | 485.5 | 490.6 | 466.4 | 482.3 |
| Other manufacturing | 456.9 | 460.1 | 462.0 | 456.9 | 467.8 | 438.6 | 458.7 |
| <i>All manufacturing groups</i> | <i>446.8</i> | <i>457.1</i> | <i>476.7</i> | <i>450.4</i> | <i>468.9</i> | <i>448.6</i> | <i>454.7</i> |
| Building and construction | 530.6 | 526.5 | 488.6 | 510.5 | 486.2 | 479.1 | 514.1 |
| Railway services | 433.2 | 416.6 | 489.3 | 433.9 | 389.9 | 435.1 | 439.7 |
| Road and air transport | 486.7 | 458.4 | 457.4 | 456.5 | 483.8 | 468.6 | 471.8 |
| Communication | 583.3 | 588.6 | 584.2 | 588.2 | 587.5 | 571.6 | 585.2 |
| Wholesale and retail trade | 477.3 | 483.0 | 481.3 | 467.1 | 481.9 | 483.1 | 479.1 |
| Public authority (n.e.i.) and community and business services | 504.2 | 496.2 | 508.3 | 465.4 | 515.8 | 534.1 | 502.0 |
| Amusement, hotels, personal service, etc. | 452.7 | 439.5 | 450.5 | 424.8 | 417.3 | 420.6 | 442.4 |
| <i>All industry groups (d)</i> | <i>481.0</i> | <i>471.9</i> | <i>491.2</i> | <i>464.8</i> | <i>476.6</i> | <i>469.0</i> | <i>477.7</i> |

(a) See paragraph 8, page 2. (b) Figures subject to revision — see paragraph 14, page 3. (c) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.

TABLE 6. HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--|--------|--------|--------|--------|--------|--------|--------|
| WAGE RATES (Cents) | | | | | | | |
| 1976 - | | | | | | | |
| February | 316.81 | 310.62 | 323.02 | 305.08 | 303.10 | 309.16 | 313.67 |
| March | 316.82 | 310.70 | 324.06 | 305.19 | 303.26 | 309.16 | 313.86 |
| April | 316.99 | 310.78 | 324.29 | 306.04 | 303.52 | 309.20 | 314.07 |
| May | 326.24 | 319.79 | 333.57 | 315.15 | 312.38 | 318.41 | 323.22 |
| June | 326.48 | 320.40 | 333.66 | 315.29 | 312.55 | 318.50 | 323.53 |
| July | 326.57 | 320.49 | 333.66 | 315.33 | 312.87 | 318.50 | 323.61 |
| August | 333.23 | 326.88 | 339.96 | 321.74 | 320.97 | 324.88 | 330.22 |
| September | 333.29 | 326.88 | 339.96 | 321.78 | 321.17 | 324.88 | 330.26 |
| October | 333.23 | 326.88 | 339.96 | 321.76 | 321.34 | 324.88 | 330.24 |
| November | 340.04 | 333.88 | 347.48 | 328.71 | 327.51 | 331.79 | 337.17 |
| December | 340.13 | 333.88 | 347.53 | 328.74 | 327.51 | 331.79 | 337.22 |
| 1977 - | | | | | | | |
| January | 340.38 | 333.88 | 347.53 | 328.84 | 327.62 | 331.79 | 337.33 |
| February | 340.33 | 333.88 | 347.53 | 328.84 | 337.17 | 331.79 | 337.97 |
| INDEX NUMBERS | | | | | | | |
| (Base : Weighted average hourly wage rate, Australia, year 1954 = 100) | | | | | | | |

| 1976 - | | | | | | | |
|-----------|-------|-------|-------|-------|-------|-------|-------|
| February | 447.8 | 439.0 | 456.6 | 431.2 | 428.4 | 437.0 | 443.4 |
| March | 447.8 | 439.1 | 458.0 | 431.4 | 428.6 | 437.0 | 443.6 |
| April | 448.0 | 439.3 | 458.4 | 432.6 | 429.0 | 437.0 | 443.9 |
| May | 461.1 | 452.0 | 471.5 | 445.4 | 441.5 | 450.1 | 456.8 |
| June | 461.5 | 452.9 | 471.6 | 445.6 | 441.8 | 450.2 | 457.3 |
| July | 461.6 | 453.0 | 471.6 | 445.7 | 442.2 | 450.2 | 457.4 |
| August | 471.0 | 462.0 | 480.5 | 454.8 | 453.7 | 459.2 | 466.7 |
| September | 471.1 | 462.0 | 480.5 | 454.8 | 454.0 | 459.2 | 466.8 |
| October | 471.0 | 462.0 | 480.5 | 454.8 | 454.2 | 459.2 | 466.8 |
| November | 480.6 | 471.9 | 491.1 | 464.6 | 462.9 | 469.0 | 476.6 |
| December | 480.7 | 471.9 | 491.2 | 464.6 | 462.9 | 469.0 | 476.6 |
| 1977 - | | | | | | | |
| January | 481.1 | 471.9 | 491.2 | 464.8 | 463.1 | 469.0 | 476.8 |
| February | 481.0 | 471.9 | 491.2 | 464.8 | 476.6 | 469.0 | 477.7 |

(a) See paragraph 8, page 2. Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3.

TABLE 7. WEEKLY WAGE RATES : ADULT FEMALES (a), INDUSTRY GROUPS, 28 FEBRUARY 1977 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

| Industry group | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|---|--------|--------|--------|--------|--------|--------|--------|
| WAGE RATES (\$) | | | | | | | |
| Manufacturing — | | | | | | | |
| Engineering, metals, vehicles, etc. | 120.81 | 127.59 | 123.07 | 121.89 | 130.22 | 122.56 | 123.43 |
| Textiles, clothing and footwear | 117.37 | 115.66 | 118.54 | 118.67 | 120.40 | 109.87 | 116.65 |
| Food, drink and tobacco | 125.09 | 124.97 | 125.94 | 122.31 | 117.93 | 120.49 | 124.38 |
| Other manufacturing | 122.19 | 124.21 | 125.84 | 121.45 | 125.92 | 118.07 | 123.16 |
| All manufacturing groups | 120.15 | 120.04 | 122.19 | 120.98 | 122.21 | 115.77 | 120.28 |
| Transport and communication | 127.10 | 129.13 | 133.41 | 132.10 | 128.74 | 134.51 | 129.35 |
| Wholesale and retail trade | 132.82 | 136.45 | 133.39 | 131.97 | 135.04 | 125.99 | 133.77 |
| Public authority (n.e.i.) and community and business services | 132.40 | 132.12 | 129.38 | 122.81 | 130.98 | 129.59 | 131.19 |
| Amusement, hotels, personal service, etc. | 122.91 | 120.68 | 121.42 | 116.90 | 111.35 | 115.28 | 120.66 |
| All industry groups (c) | 125.26 | 125.09 | 127.62 | 125.11 | 127.22 | 121.10 | 125.45 |

INDEX NUMBERS
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

| Manufacturing — | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|
| Engineering, metals, vehicles, etc. | 606.8 | 640.9 | 618.2 | 612.3 | 654.1 | 615.7 | 620.0 |
| Textiles, clothing and footwear | 589.6 | 581.0 | 595.4 | 596.1 | 604.8 | 551.9 | 585.9 |
| Food, drink and tobacco | 628.3 | 627.8 | 632.6 | 614.4 | 592.4 | 605.2 | 624.8 |
| Other manufacturing | 613.8 | 623.9 | 632.1 | 610.1 | 632.5 | 593.1 | 618.6 |
| All manufacturing groups | 603.6 | 603.0 | 613.8 | 607.7 | 613.9 | 581.5 | 604.2 |
| Transport and communication | 638.5 | 648.6 | 670.1 | 663.5 | 646.7 | 675.6 | 649.7 |
| Wholesale and retail trade | 667.1 | 685.4 | 670.0 | 662.9 | 678.3 | 632.9 | 671.9 |
| Public authority (n.e.i.) and community and business services | 665.1 | 663.7 | 649.9 | 616.9 | 657.9 | 650.9 | 659.0 |
| Amusement, hotels, personal service, etc. | 617.4 | 606.2 | 609.9 | 587.2 | 559.3 | 579.0 | 606.1 |
| All industry groups (c) | 629.2 | 628.3 | 641.0 | 628.4 | 639.0 | 608.3 | 630.2 |

(a) See paragraph 8, page 2. (b) Figures subject to revision — see paragraph 14, page 3. (c) Excludes rural industry; mining and quarrying; and building and construction.

TABLE 8. WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--|-----------------|--------|--------|--------|--------|--------|--------|
| | WAGE RATES (\$) | | | | | | |
| 1976 - | | | | | | | |
| February | 116.23 | 116.17 | 118.13 | 113.15 | 111.19 | 112.33 | 115.84 |
| March | 116.20 | 116.24 | 118.13 | 113.41 | 111.57 | 112.33 | 115.89 |
| April | 116.42 | 116.49 | 118.32 | 116.35 | 111.73 | 112.44 | 116.31 |
| May | 120.03 | 119.90 | 121.85 | 119.84 | 114.89 | 115.97 | 119.81 |
| June | 120.03 | 119.90 | 122.04 | 119.84 | 115.28 | 115.97 | 119.85 |
| July | 120.03 | 119.90 | 122.04 | 119.84 | 116.16 | 115.97 | 119.90 |
| August | 122.57 | 122.42 | 124.51 | 122.35 | 119.67 | 118.49 | 122.47 |
| September | 122.57 | 122.42 | 124.51 | 122.35 | 119.70 | 118.49 | 122.47 |
| October | 122.57 | 122.42 | 124.51 | 122.35 | 120.08 | 118.49 | 122.49 |
| November | 125.26 | 125.09 | 127.61 | 125.04 | 122.39 | 121.10 | 125.20 |
| December | 125.26 | 125.09 | 127.61 | 125.11 | 122.39 | 121.10 | 125.20 |
| 1977 - | | | | | | | |
| January | 125.26 | 125.09 | 127.61 | 125.11 | 122.77 | 121.10 | 125.22 |
| February | 125.26 | 125.09 | 127.62 | 125.11 | 127.22 | 121.10 | 125.45 |
| INDEX NUMBERS | | | | | | | |
| (Base : Weighted average weekly wage rate, Australia, year 1954 = 100) | | | | | | | |

For footnotes see below.

TABLE 9. WEEKLY WAGE RATES : ADULT FEMALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements.

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|------------------------|--------------------------|--------|--------|--------|--------|--------|--------|
| | FEDERAL AWARDS, ETC. (b) | | | | | | |
| 1976 - | | | | | | | |
| February | 108.93 | 108.48 | 114.41 | 110.54 | 112.06 | 109.67 | 109.38 |
| March | 108.93 | 108.48 | 114.41 | 110.54 | 112.06 | 109.67 | 109.38 |
| April | 109.31 | 108.93 | 114.82 | 110.89 | 112.45 | 109.77 | 109.78 |
| May | 112.58 | 112.18 | 118.23 | 114.19 | 115.80 | 113.04 | 113.06 |
| June | 112.58 | 112.18 | 118.23 | 114.19 | 115.80 | 113.04 | 113.06 |
| July | 112.58 | 112.18 | 118.23 | 114.19 | 115.80 | 113.04 | 113.06 |
| August | 115.10 | 114.70 | 120.78 | 116.72 | 118.35 | 115.57 | 115.58 |
| September | 115.10 | 114.70 | 120.78 | 116.72 | 118.35 | 115.57 | 115.58 |
| October | 115.10 | 114.70 | 120.78 | 116.72 | 118.35 | 115.57 | 115.58 |
| November | 117.63 | 117.21 | 123.43 | 119.28 | 120.95 | 118.12 | 118.11 |
| December | 117.63 | 117.21 | 123.43 | 119.28 | 120.95 | 118.12 | 118.11 |
| 1977 - | | | | | | | |
| January | 117.63 | 117.21 | 123.43 | 119.28 | 120.95 | 118.12 | 118.11 |
| February | 117.63 | 117.21 | 123.43 | 119.28 | 120.95 | 118.12 | 118.11 |
| STATE AWARDS, ETC. (b) | | | | | | | |

| 1976 - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|-----------|------------------------|--------|--------|--------|--------|--------|--------|
| | STATE AWARDS, ETC. (b) | | | | | | |
| February | 122.35 | 125.96 | 120.02 | 114.95 | 110.90 | 115.10 | 121.45 |
| March | 122.30 | 126.11 | 120.02 | 115.38 | 111.40 | 115.09 | 121.54 |
| April | 122.38 | 126.12 | 120.11 | 120.09 | 111.50 | 115.23 | 121.98 |
| May | 126.28 | 129.73 | 123.69 | 123.72 | 114.58 | 119.03 | 125.67 |
| June | 126.28 | 129.73 | 123.98 | 123.72 | 115.11 | 119.03 | 125.75 |
| July | 126.28 | 129.73 | 123.98 | 123.72 | 116.28 | 119.03 | 125.84 |
| August | 128.84 | 132.24 | 126.40 | 126.22 | 120.11 | 121.53 | 128.45 |
| September | 128.84 | 132.24 | 126.40 | 126.22 | 120.15 | 121.53 | 128.46 |
| October | 128.84 | 132.24 | 126.40 | 126.22 | 120.65 | 121.53 | 128.49 |
| November | 131.67 | 135.12 | 129.73 | 128.98 | 122.87 | 124.22 | 131.34 |
| December | 131.67 | 135.12 | 129.73 | 129.10 | 122.87 | 124.22 | 131.35 |
| 1977 - | | | | | | | |
| January | 131.67 | 135.12 | 129.73 | 129.10 | 123.38 | 124.22 | 131.39 |
| February | 131.67 | 135.12 | 129.75 | 129.10 | 129.29 | 124.22 | 131.83 |

(a) See paragraph 8, page 2. Excludes rural industry; mining and quarrying; and building and construction. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 10. HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 28 FEBRUARY 1977 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

| Industry group | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|--|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | WAGE RATES (Cents) | | | | | | |
| Manufacturing — | | | | | | | |
| Engineering, metals, vehicles, etc. | 302.27 | 320.04 | 307.67 | 304.72 | 325.55 | 306.41 | 309.04 |
| Textiles, clothing and footwear | 293.78 | 289.14 | 296.35 | 296.67 | 300.99 | 274.67 | 291.75 |
| Food, drink and tobacco | 312.72 | 312.43 | 314.84 | 305.77 | 294.82 | 301.23 | 310.95 |
| Other manufacturing | 307.06 | 310.95 | 314.61 | 304.71 | 314.79 | 295.16 | 308.88 |
| <i>All manufacturing groups</i> | <i>300.97</i> | <i>300.32</i> | <i>305.48</i> | <i>302.69</i> | <i>305.52</i> | <i>289.43</i> | <i>301.05</i> |
| Transport and communication | 334.15 | 340.34 | 352.89 | 349.13 | 339.98 | 370.73 | 341.19 |
| Wholesale and retail trade | 335.79 | 341.14 | 333.47 | 329.92 | 337.60 | 314.98 | 335.92 |
| Public authority (n.e.i.) and community and business services | 343.95 | 336.64 | 329.71 | 313.40 | 332.13 | 343.97 | 337.05 |
| Amusement, hotels, personal service, etc. | 311.92 | 302.17 | 304.27 | 293.33 | 278.93 | 289.10 | 304.11 |
| All industry groups (b) | 316.91 | 314.23 | 321.45 | 314.60 | 319.77 | 305.62 | 316.24 |
| INDEX NUMBERS | | | | | | | |
| (Base : Weighted average hourly wage rate, Australia, year 1954 = 100) | | | | | | | |

For footnotes see below.

TABLE 11. HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

| End of - | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|---------------|--------------------|--------|--------|--------|--------|--------|--------|
| | WAGE RATES (Cents) | | | | | | |
| 1976 — | | | | | | | |
| February | 294.06 | 291.84 | 297.54 | 284.55 | 279.48 | 283.48 | 292.00 |
| March | 293.99 | 291.99 | 297.54 | 285.19 | 280.43 | 283.47 | 292.12 |
| April | 294.54 | 292.64 | 298.04 | 292.58 | 280.86 | 283.77 | 293.19 |
| May | 303.68 | 301.21 | 306.92 | 301.37 | 288.78 | 292.68 | 302.01 |
| June | 303.68 | 301.21 | 307.40 | 301.37 | 289.77 | 292.68 | 302.12 |
| July | 303.68 | 301.21 | 307.40 | 301.37 | 291.99 | 292.68 | 302.23 |
| August | 310.12 | 307.52 | 313.62 | 307.68 | 300.81 | 299.03 | 308.72 |
| September | 310.12 | 307.52 | 313.62 | 307.68 | 300.89 | 299.03 | 308.72 |
| October | 310.12 | 307.52 | 313.62 | 307.68 | 301.83 | 299.03 | 308.77 |
| November | 316.91 | 314.23 | 321.43 | 314.43 | 307.65 | 305.62 | 315.59 |
| December | 316.91 | 314.23 | 321.43 | 314.60 | 307.65 | 305.62 | 315.60 |
| 1977 — | | | | | | | |
| January | 316.91 | 314.23 | 321.43 | 314.60 | 308.60 | 305.62 | 315.65 |
| February | 316.91 | 314.23 | 321.45 | 314.60 | 319.77 | 305.62 | 316.24 |

INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)

| 1976 — | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. |
|---------------|--------------------|-------|-------|-------|-------|-------|-------|
| | WAGE RATES (Cents) | | | | | | |
| 1976 — | | | | | | | |
| February | 586.1 | 581.7 | 593.1 | 567.2 | 557.1 | 565.0 | 582.0 |
| March | 586.0 | 582.0 | 593.1 | 568.5 | 559.0 | 565.0 | 582.3 |
| April | 587.1 | 583.3 | 594.1 | 583.2 | 559.8 | 565.6 | 584.4 |
| May | 605.3 | 600.4 | 611.8 | 600.7 | 575.6 | 583.4 | 602.0 |
| June | 605.3 | 600.4 | 612.7 | 600.7 | 577.6 | 583.4 | 602.2 |
| July | 605.3 | 600.4 | 612.7 | 600.7 | 582.0 | 583.4 | 602.4 |
| August | 618.1 | 613.0 | 625.1 | 613.3 | 599.6 | 596.0 | 615.3 |
| September | 618.1 | 613.0 | 625.1 | 613.3 | 599.7 | 596.0 | 615.4 |
| October | 618.1 | 613.0 | 625.1 | 613.3 | 601.6 | 596.0 | 615.5 |
| November | 631.7 | 626.3 | 640.7 | 626.7 | 613.2 | 609.2 | 629.0 |
| December | 631.7 | 626.3 | 640.7 | 627.1 | 613.2 | 609.2 | 629.1 |
| 1977 — | | | | | | | |
| January | 631.7 | 626.3 | 640.7 | 627.1 | 615.1 | 609.2 | 629.2 |
| February | 631.7 | 626.3 | 640.7 | 627.1 | 637.4 | 609.2 | 630.3 |

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) Excludes rural industry; mining and quarrying; and building and construction.

II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN AWARD TOTAL WAGES

The tables in this section give details of basic wages, minimum wages and increases in award total wages. Information on wage determination in Australia is contained in the *Official Year Book*. Figures for earlier periods are published in *Labour Statistics, 1975* and in earlier issues of this bulletin.

TABLE 12. STATE BASIC WAGES : WEEKLY RATES (\$)

| State | Date operative | Adult males | Adult females | State | Date operative | Adult males | Adult females |
|----------------|-------------------|-------------|---------------|-------------------|-----------------|-------------|---------------|
| N.S.W. | (a) 31 March 1977 | 65.60 | 56.30 | South Australia | . | (b) | (b) |
| Victoria | .. | (b) | (b) | Western Australia | (a) 31 May 1974 | 48.50 | 43.50 |
| Queensland (c) | 28 March 1977 | 71.30 | 57.40 | Tasmania | 31 March 1977 | 68.60 | 68.60 |

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division - Eastern District (including Brisbane). District allowances are added for other areas - see Labour Report No. 58, 1973 (page 127).

TABLE 13. MINIMUM WAGE : WEEKLY RATES (\$) - ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

| Date operative (a) | Sydney | Melbourne | Brisbane | Adelaide | Perth | Hobart | "Six Capital Cities" | Canberra | Darwin (b) |
|--------------------|--------|-----------|----------|----------|--------|--------|----------------------|----------|------------|
| 1976 - 15 February | 89.00 | 88.10 | 86.30 | 87.70 | 88.20 | 88.80 | 88.20 | 88.40 | 91.30 |
| 1 April | 94.00 | 93.10 | 91.30 | 92.70 | 93.20 | 93.80 | 93.20 | 93.40 | 96.30 |
| 15 May | 96.80 | 95.90 | 94.00 | 95.50 | 96.00 | 96.60 | 96.00 | 96.20 | 99.20 |
| 15 August | 99.30 | 98.40 | 96.50 | 98.00 | 98.50 | 99.10 | 98.50 | 98.70 | 101.70 |
| 22 November | 101.50 | 100.60 | 98.60 | 100.20 | 100.70 | 101.30 | 100.70 | 100.90 | 103.90 |
| 1977 - 31 March | 107.20 | 106.30 | 104.30 | 105.90 | 106.40 | 107.00 | 106.40 | 106.60 | 109.60 |

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$1.60 a week less.

TABLE 14. MINIMUM WAGE : WEEKLY RATES (\$) - STATE AWARDS

| State | Date operative | Adult males | Adult females | State | Date operative | Adult males | Adult females |
|----------------|-------------------|-------------|---------------|-------------------|----------------------|-------------|---------------|
| N.S.W. | (a) 31 March 1977 | 107.20 | 107.20 | South Australia | (a) 31 March 1977 | 105.90 | 105.90 |
| Victoria | (a) 31 March 1977 | 106.30 | 106.30 | Western Australia | (a) 15 February 1977 | 106.40 | 103.60 |
| Queensland (b) | 28 March 1977 | 106.80 | 106.80 | Tasmania | 31 March 1977 | 108.00 | 108.00 |

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to Table 12.

TABLE 15. GENERAL INCREASES IN AWARD TOTAL WAGES - ADULT MALES AND ADULT FEMALES

| Federal awards | | Victorian Wages Board determinations | | South Australian State awards | |
|--------------------|------------------|--------------------------------------|------------------|-------------------------------|------------------|
| Date operative (a) | Increase | Date operative (a) | Increase | Date operative (a) | Increase |
| 1976 - 15 February | 6.4 per cent | 1976 - 15 February | 6.4 per cent | 1976 - 15 February | 6.4 per cent |
| 15 May | (b) 3.0 per cent | 15 May | (b) 3.0 per cent | 15 May | (b) 3.0 per cent |
| 15 August | (c) 1.5 per cent | 15 August | (c) 1.5 per cent | 15 August | (c) 1.5 per cent |
| 22 November | 2.2 per cent | 22 November | 2.2 per cent | 22 November | 2.2 per cent |
| 1977 - 31 March | \$5.70 a week | 1977 - 31 March | \$5.70 a week | 1977 - 31 March | \$5.70 a week |

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 3 per cent up to a maximum of \$3.80 a week. (c) \$2.50 for wage rates up to \$166 per week. 1.5 per cent for wage rates over \$166 per week.

III. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section presents estimates of average weekly earnings of civilian male wage and salary earners for each State and Territory and Australia. These figures are also published in the quarterly statement, *Average Weekly Earnings* (Reference No. 6.18).

2. For a number of reasons, average weekly earnings in this section of the bulletin cannot be compared directly with the weekly wage rates shown in Section I. The latter are weighted average minimum award etc. rates payable to adult male *wage earners* in non-agricultural industries for a full week's work (excluding overtime), at the end of each month or year. On the other hand the figures in this section represent average weekly earnings for all male wage earners and salaried employees (as defined in paragraphs 3 and 4 below) and are weekly averages over a period of a quarter or a year. The earnings figures reflect changes in the relative importance of different industries and occupations whereas the award, etc. wage rates are compiled in the form of an index with fixed industry and occupation weights.

Definition of earnings

3. The earnings figures used in the calculation of the averages shown in Tables 16 and 17 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and of juniors as well as adults, are included.

4. Earnings figures used in calculating the averages shown in Table 18 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of junior employees, part-time employees and managerial, executive, etc., staff.

Method of estimation

5. For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and Unemployment* (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

6. For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

Male units

7. Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e.

total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from surveys of weekly earnings and hours, conducted in May and October, a survey of weekly earnings, conducted in August, and other sources. Ratios used for the current quarter are as follows : New South Wales 67 per cent, Victoria 67, Queensland 65, South Australia 66, Western Australia 62, Tasmania 66, the Northern Territory 65, and the Australian Capital Territory 63. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used, but the weighted average of the State and Territory ratios is approximately 66 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$170 would be overstated by about 70 cents.

Seasonally adjusted estimates

8. Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying number of pay-days in different quarters, (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables. The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (Reference No. 1.10).

Revisions to the estimates

9. For a number of reasons estimates in these series are subject to revision. The seasonally adjusted estimates generally need to be revised following annual re-analysis of the series. The original estimates are revised whenever the employment series on which they are based is revised, for example, after the incorporation of new benchmarks following a population census. The surveys of earnings and hours, referred to in paragraph 7, generally provide information about the ratio of female to male earnings, overtime earnings and hours and so on, which make it necessary to revise the average weekly earnings estimates. Other revisions are made from time to time as new or revised data become available.

TABLE 16. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : AUSTRALIA

| Quarter | | Original \$ | Seasonally adjusted (b) \$ | Quarterly change (c) % | Annual change (d) % | Quarter | | Original \$ | Seasonally adjusted (b) \$ | Quarterly change (c) % | Annual change (d) % |
|-----------|-------|----------------|----------------------------------|------------------------------|---------------------------|-----------|--------|----------------|----------------------------------|------------------------------|---------------------------|
| 1967 - | | | | | | 1972 - | | | | | |
| September | 64.40 | 64.40 | +1.7 | +5.7 | | March | 89.20 | 92.70 | +1.0 | +7.3 | |
| December | 67.10 | 64.90 | +0.8 | +5.9 | | June | 96.70 | 95.60 | +3.1 | +7.7 | |
| 1968 - | | | | | | September | 96.80 | 98.10 | +2.6 | +8.8 | |
| March | 63.20 | 65.80 | +1.4 | +5.8 | | December | 104.10 | 100.10 | +2.0 | +9.0 | |
| June | 67.30 | 66.90 | +1.7 | +5.7 | 1973 - | | | | | | |
| September | 67.80 | 67.90 | +1.5 | +5.4 | March | 97.20 | 101.80 | +1.7 | +9.8 | | |
| December | 72.50 | 69.80 | +2.8 | +7.6 | June | 107.80 | 106.60 | +4.7 | +11.5 | | |
| 1969 - | | | | | September | 110.20 | 111.70 | +4.8 | +13.9 | | |
| March | 68.50 | 72.10 | +3.3 | +9.6 | December | 119.90 | 115.40 | +3.3 | +15.3 | | |
| June | 72.80 | 72.40 | +0.6 | +8.1 | 1974 - | | | | | | |
| September | 74.10 | 74.10 | +2.3 | +8.8 | March | 113.30 | 118.70 | +2.9 | +16.6 | | |
| December | 79.00 | 75.30 | +1.6 | +7.9 | June | 128.50 | 127.10 | +7.1 | +19.2 | | |
| 1970 - | | | | | September | 137.90 | 140.10 | +10.2 | +25.4 | | |
| March | 72.70 | 77.00 | +2.3 | +6.9 | December | 154.20 | 147.60 | +5.4 | +27.9 | | |
| June | 79.40 | 79.00 | +2.6 | +9.1 | 1975 - | | | | | | |
| September | 80.90 | 80.60 | +2.0 | +8.8 | March | 143.60 | 151.10 | +2.4 | +27.3 | | |
| December | 86.30 | 82.50 | +2.4 | +9.6 | June | 157.00 | 155.40 | +2.8 | +22.3 | | |
| 1971 - | | | | | September | 157.70 | 159.50 | +2.6 | +13.8 | | |
| March | 82.00 | 86.40 | +4.7 | +12.2 | December | 175.10 | 166.70 | +4.5 | +12.9 | | |
| June | 89.80 | 88.80 | +2.8 | +12.4 | 1976 - | | | | | | |
| September | 90.00 | 90.20 | +1.6 | +11.9 | March | 165.00 | 170.50 | +2.3 | +12.8 | | |
| December | 96.00 | 91.80 | +1.8 | +11.3 | June | 179.30 | 178.10 | +4.5 | +14.6 | | |
| | | | | | September | 184.30 | 184.30 | +3.5 | +15.5 | | |
| | | | | | December | 193.50 | 186.00 | +0.9 | +11.6 | | |

(a) See paragraph 7 on page 13. (b) See paragraph 8 on page 13. (c) Percentage change over previous quarter in the seasonally adjusted series.

(d) Percentage change over same quarter of previous year in the seasonally adjusted series.

TABLE 17. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) (\$)

| Period | N.S.W. | Vic | Qld | S.A. | W.A. | Tas. | N.T. (b) | A.C.T. (b) | Australia |
|--------------------------------|--------|--------|---------|--------|--------|--------|----------|------------|-----------|
| 1966-67 | 63.30 | 64.10 | 57.30 | 57.30 | 59.40 | 58.50 | .. | .. | 61.90 |
| 1967-68 | 66.70 | 67.80 | 60.30 | 60.60 | 64.10 | 62.00 | .. | .. | 65.50 |
| 1968-69 | 72.30 | 72.40 | 64.50 | 64.80 | 69.00 | 65.70 | .. | .. | 70.40 |
| 1969-70 | 78.50 | 78.40 | 69.40 | 70.30 | 75.70 | 70.90 | .. | .. | 76.30 |
| 1970-71 | 87.30 | 86.40 | 78.00 | 77.20 | 84.90 | 78.50 | .. | .. | 84.80 |
| 1971-72 | 95.90 | 93.60 | 87.00 | 85.30 | 93.70 | 86.80 | .. | .. | 93.00 |
| 1972-73 | 104.30 | 102.50 | 97.00 | 93.00 | 99.00 | 94.40 | .. | .. | 101.50 |
| 1973-74 | 121.00 | 118.40 | 112.60 | 110.60 | 115.50 | 110.20 | .. | .. | 118.00 |
| 1974-75 | 151.90 | 148.30 | 141.80 | 139.80 | 146.00 | 138.90 | 169.80 | 185.90 | 148.20 |
| 1975-76 | 172.10 | 170.70 | 162.90 | 158.40 | 168.60 | 157.60 | 193.20 | 210.40 | 169.30 |
| Original Series | | | | | | | | | |
| 1975 - | | | | | | | | | |
| Sept. qtr | 160.20 | 158.70 | 150.50 | 148.30 | 159.00 | 149.90 | 191.00 | 202.70 | 157.70 |
| Dec. qtr | 177.40 | 177.90 | 169.40 | 163.30 | 171.40 | 164.80 | 194.30 | 211.30 | 175.10 |
| 1976 - | | | | | | | | | |
| Mar. qtr | 167.90 | 165.70 | 157.70 | 154.80 | 165.00 | 151.00 | 189.80 | 207.20 | 165.00 |
| June qtr | 183.00 | 180.30 | 174.10 | 167.00 | 179.10 | 164.80 | 197.70 | 224.30 | 179.30 |
| Sept. qtr | 186.70 | 182.70 | 181.10 | 174.40 | 184.30 | 174.60 | 201.90 | 230.80 | 184.30 |
| Dec. qtr | 195.30 | 195.40 | 187.20 | 182.20 | 192.90 | 185.90 | 218.80 | 245.40 | 193.50 |
| Seasonally Adjusted Series (c) | | | | | | | | | |
| 1975 - | | | | | | | | | |
| Sept. qtr | 162.90 | 159.80 | 152.30 | 148.40 | 159.90 | 151.80 | 187.70 | 201.50 | 159.50 |
| Dec. qtr | 168.50 | 168.20 | 160.30 | 157.00 | 166.60 | 153.70 | 188.10 | 212.20 | 166.70 |
| 1976 - | | | | | | | | | |
| Mar. qtr | 172.80 | 172.20 | 165.00 | 159.00 | 169.70 | 158.40 | 190.70 | 215.20 | 170.50 |
| June qtr | 182.00 | 180.30 | 171.90 | 166.60 | 176.90 | 163.60 | 196.20 | 222.00 | 178.10 |
| Sept. qtr | 186.20 | 182.10 | 181.20 | 173.40 | 182.00 | 175.00 | 204.60 | 232.40 | 184.30 |
| Dec. qtr | 188.60 | 186.40 | p179.20 | 176.10 | 189.00 | 176.50 | p207.20 | p240.90 | 186.00 |

(a) See paragraph 7 on page 13. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to 1974-75 are not available. (c) See paragraph 8 on page 13. p - provisional.

TABLE 18. AVERAGE WEEKLY ORDINARY TIME EARNINGS; FULL-TIME ADULT MALE, NON-MANAGERIAL EMPLOYEES, AUSTRALIA (a)

| <i>Quarter</i> | <i>Original</i> \$ | <i>Seasonally adjusted (b)</i> \$ | <i>Annual change (c)</i> % |
|----------------|-----------------------|--|-----------------------------------|
| 1973 – | | | |
| September | 94.00 | 95.00 | + 9.2 |
| December | 104.50 | 100.50 | +14.2 |
| 1974 – | | | |
| March | 99.00 | 103.50 | +16.9 |
| June | 113.00 | 111.50 | +20.5 |
| September | 122.00 | 124.00 | +30.5 |
| December | 138.50 | 132.50 | +31.8 |
| 1975 – | | | |
| March | 131.00 | 138.00 | +33.3 |
| June | 144.50 | 143.00 | +28.3 |
| September | 145.50 | 147.00 | +18.5 |
| December | 158.50 | 151.00 | +14.0 |
| 1976 – | | | |
| March | 149.00 | 154.00 | +11.6 |
| June r | 164.50 | 163.50 | +14.3 |
| September | 168.50 | 168.50 | +14.6 |
| December p | 177.50 | 170.50 | +12.9 |

(a) See paragraph 3 on page 13. Figures have been rounded to the nearest 50 cents. (b) See paragraph 8 on page 13. (c) Percentage change over same quarter of previous year in the seasonally adjusted series. p — provisional.

IV. SURVEYS OF EARNINGS AND HOURS

General — Since 1960 a number of statistical surveys of wages and hours of work in Australia have been conducted. Each of these surveys is listed below and reference made to the publications containing detailed results. As these surveys were based on samples, the resultant estimates are subject to sampling variability, that is variations which might occur by chance because only a sample of employers was surveyed. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's October survey results.

Survey of Wage Rates and Earnings, September 1960 — For results of this survey of marginal rates of wages and actual weekly earnings of full-time adult male employees see *Labour Report No. 50, 1962 and 1963* (pages 80-83).

Survey of Weekly Earnings, October 1961 — Results of this survey about the distribution of actual weekly earnings of full-time adult males were published in *Labour Report No. 50, 1962 and 1963* (pages 83-86).

Survey of Weekly Earnings, October 1965 — This survey obtained average weekly earnings for full-time adult and junior males in private and government employment; and for full-time adult males, the distribution and composition of earnings. For detailed results see *Labour Report No. 53, 1967* (pages 80-96).

Survey of Weekly Earnings (Size Distribution), May 1971 — The survey obtained, for private and government employees, estimates of the distribution of earnings of full-time adult male employees (paid for a full week) and particulars of average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial, executive, profession and higher supervisory staff, and (b) other full-time adult male employees. For detailed results see *Labour Report No. 56, 1971* (pages 117-170).

Survey of Weekly Earnings and Hours, October 1962 to 1964, 1966 to 1967.

- (i) **Surveys to 1972** (private employees). Sample surveys in respect of most private employees subject to payroll tax conducted for the last pay-period in October. Detailed results, explanatory notes, etc. of these surveys were published in *Labour Report No. 56, 1971* and *Labour Report No. 57, 1972*. The estimates shown in these Labour Reports (and in earlier issues) are not directly comparable with those published in the bulletins (Reference Nos 6.36 and 6.40) — see below.
- (ii) **The 1972 to 1976 surveys** (private and government employees). From October 1972 coverage was expanded to include (i) private employees in the Northern Territory and the Australian Capital

Territory, (ii) employees in non-government hospitals not subject to payroll tax and (iii) employees of Australian, State and local government authorities. Detailed results of these surveys, were published in *Earnings and Hours of Employees* (Reference No. 6.40).

Surveys of Earnings and Hours, May 1974 to 1976

Surveys were conducted in May of the years 1974 to 1976 to obtain statistics of the distribution of earnings and hours of employees, and the composition of weekly earnings and hours for various categories of employees and for principal occupations. Results of the surveys published in *Earnings and Hours of Employees, Distribution and Composition (Preliminary)* (Reference No. 6.47) and *Earnings and Hours of Employees, Distribution and Composition* (Reference No. 6.52).

Weekly Earnings of Employees (Distribution) August 1975 and August 1976

In August 1975 and August 1976, a sample survey, based on the quarterly population survey, was conducted throughout Australia in order to obtain details of weekly earnings of wage and salary earners. Results were published in *Weekly Earnings of Employees (Distribution)* (Reference No. 6.51).

Earnings and Hours of Employees, October 1976

A summary of some of the preliminary results of the October 1976 survey, together with some comparisons of the results of the October 1975 survey are shown in Tables 19 to 23.

Scope of the survey

All wage and salary earners were represented except —

members of the defence forces,
employees in agriculture,
employees in private households employing staff,
waterside workers employed on a casual basis,
persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries (\$400 a week in the Territories). In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

The survey covered all Australian and State Government departments and authorities and stratified random samples of local government authorities, non-government hospitals (not subject to payroll tax) and other private employers.

Industry classification

The industry classification used for the survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol. 1.

Definitions

Adult employees comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

Full-time employees are employees who *ordinarily* work 30 hours or more a week, and *part-time employees* are those who *ordinarily* work less than 30 hours a week.

For private employees, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The allocation of employees to these two classifications may have varied for individual private employers and between employers in the private and government sectors, with consequent effects on survey results.

Weekly earnings refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

Weekly hours paid for refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

As the survey was based on a sample of employers the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

NOTE. (1) Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and

sums of components in tables are due to rounding.

(2) Average weekly earnings figures for males shown in Tables 19 to 23 are not directly

comparable with estimates of average weekly earnings shown in Tables 16 to 18 since they relate to only one pay-period in October, not to the average for a quarter, and their coverage is less extensive.

TABLE 19. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

| | October 1976 | | | | | | | | | | October 1975 Aust. | Percentage increase (b) |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|----------------------------|
| | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | N.T. | A.C.T. | Aust. | | % | |
| - \$ - | | | | | | | | | | | | |
| Males | 190.10 | 192.10 | 183.00 | 177.60 | 186.40 | 181.50 | 214.70 | 232.30 | 188.80 | 164.90 | 14.5 | |
| Adults | 197.40 | 199.90 | 192.10 | 186.30 | 195.00 | 189.30 | 221.50 | 240.40 | 196.80 | 171.80 | 14.6 | |
| Juniors | 91.40 | 89.70 | 94.20 | 88.90 | 89.30 | 97.30 | 98.90 | 88.10 | 91.10 | 79.20 | 15.0 | |
| Full-time employees | 196.40 | 198.80 | 187.80 | 183.30 | 194.30 | 188.20 | 220.30 | 239.50 | 195.10 | 171.20 | 14.0 | |
| Adults | 203.00 | 205.30 | 196.30 | 190.90 | 202.30 | 196.20 | 225.70 | 245.60 | 202.20 | 177.50 | 13.9 | |
| Juniors | 100.40 | 101.50 | 101.20 | 97.80 | 98.50 | 101.30 | 113.40 | 106.20 | 100.50 | 87.10 | 15.4 | |
| Females | 128.60 | 129.70 | 120.80 | 122.30 | 115.20 | 116.70 | 150.20 | 153.10 | 126.30 | 109.30 | 15.6 | |
| Adults | 136.20 | 137.40 | 131.90 | 131.80 | 122.30 | 125.30 | 156.40 | 160.20 | 134.90 | 116.30 | 16.0 | |
| Juniors | 81.40 | 85.50 | 82.30 | 82.00 | 80.10 | 87.10 | 82.50 | 79.90 | 81.80 | 73.20 | 11.8 | |
| Full-time employees | 147.70 | 146.30 | 138.50 | 140.30 | 136.60 | 143.00 | 162.00 | 168.60 | 145.00 | 124.40 | 16.6 | |
| Adults | 155.30 | 154.80 | 154.10 | 154.20 | 147.10 | 159.20 | 167.00 | 175.00 | 154.90 | 133.00 | 16.5 | |
| Juniors | 100.40 | 99.80 | 92.00 | 91.50 | 94.40 | 93.30 | 102.50 | 99.10 | 96.70 | 83.60 | 15.8 | |
| Persons | 168.70 | 170.70 | 163.20 | 158.30 | 162.00 | 161.90 | 192.00 | 200.80 | 167.30 | 146.00 | 14.6 | |
| Adults | 177.20 | 179.70 | 174.90 | 168.70 | 171.70 | 169.70 | 199.00 | 209.20 | 176.90 | 154.10 | 14.8 | |
| Juniors | 86.20 | 87.50 | 87.90 | 85.20 | 84.60 | 89.60 | 91.50 | 83.80 | 86.20 | 76.00 | 13.4 | |
| Full-time employees | 181.70 | 183.00 | 174.30 | 170.70 | 177.80 | 176.30 | 201.20 | 214.20 | 180.30 | 157.30 | 14.6 | |
| Adults | 189.40 | 191.20 | 186.30 | 181.40 | 188.00 | 187.80 | 207.00 | 221.10 | 189.30 | 165.40 | 14.5 | |
| Juniors | 100.40 | 100.70 | 96.40 | 94.50 | 96.50 | 97.20 | 180.80 | 102.50 | 98.50 | 85.30 | 15.5 | |

(a) Total private and government employees including managerial, executive, etc., staff. See paragraph 7 above. (b) Percentage increase October 1976 over October 1975.

TABLE 20. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

| | Adult Males | | | | Adult Females | | | | Junior Females | |
|-------------------------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|--------------|
| | Oct. 1975 | | Oct. 1976 | | Junior Males | | Adult Females | | Junior Females | |
| | Total | Overtime (a) | Ordinary time | Total | Oct. 1975 | Oct. 1976 | Oct. 1975 | Oct. 1976 | Oct. 1975 | Oct. 1976 |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 166.10 | 16.00 | 172.20 | 188.30 | 86.60 | 100.40 | 128.60 | 152.30 | 85.10 | 100.40 |
| Victoria | 165.40 | 16.80 | 172.00 | 188.80 | 89.60 | 101.50 | 132.70 | 151.60 | 87.20 | 99.80 |
| Queensland | 159.30 | 15.70 | 170.20 | 185.90 | 86.30 | 101.20 | 127.60 | 155.20 | 79.60 | 92.00 |
| South Australia | 154.40 | 12.40 | 166.20 | 178.60 | 85.00 | 97.80 | 125.20 | 151.40 | 79.00 | 91.50 |
| Western Australia | 168.60 | 21.10 | 169.40 | 190.50 | 84.40 | 98.50 | 130.90 | 149.30 | 79.90 | 94.40 |
| Tasmania | 160.60 | 12.90 | 170.00 | 182.80 | 86.20 | 101.30 | 138.10 | 156.40 | 82.40 | 93.30 |
| Northern Territory | 186.60 | 30.60 | 191.80 | 222.40 | 102.90 | 113.40 | 155.30 | 162.20 | 116.20 | 102.50 |
| Australian Capital Territory | 183.50 | 11.20 | 202.30 | 213.50 | 95.40 | 106.20 | 141.80 | 170.40 | 89.40 | 99.10 |
| Australia | 164.40 | 16.20 | 171.40 | 187.50 | 87.10 | 100.50 | 130.30 | 152.10 | 83.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | |
| New South Wales | 40.6 | 2.4 | 38.1 | 40.4 | 39.5 | 39.6 | 38.3 | 37.9 | 38.7 | 38.7 |
| Victoria | 40.8 | 2.5 | 38.5 | 41.0 | 39.9 | 39.8 | 38.6 | 38.7 | 38.8 | 38.8 |
| Queensland | 40.1 | 2.3 | 38.2 | 40.5 | 39.3 | 39.6 | 38.4 | 38.4 | 38.7 | 38.6 |
| South Australia | 40.3 | 2.0 | 38.5 | 40.5 | 39.5 | 39.8 | 38.4 | 38.6 | 38.7 | 38.6 |
| Western Australia | 41.4 | 3.1 | 38.2 | 41.3 | 39.9 | 39.9 | 38.7 | 38.8 | 39.0 | 39.1 |
| Tasmania | 40.3 | 1.9 | 38.5 | 40.4 | 39.3 | 39.9 | 37.8 | 38.3 | 39.1 | 39.4 |
| Northern Territory | 41.6 | 4.3 | 38.6 | 42.9 | 41.9 | 42.4 | 37.4 | 38.3 | 38.2 | 38.0 |
| Australian Capital Territory | 39.8 | 1.7 | 38.2 | 40.0 | 39.7 | 40.3 | 37.7 | 37.4 | 38.0 | 38.3 |
| Australia | 40.6 | 2.4 | 38.2 | 40.6 | 39.6 | 39.7 | 38.4 | 38.1 | 38.8 | 38.5 |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 4.10 | 6.77 | 4.52 | 4.65 | 2.19 | 2.54 | 3.36 | 4.02 | 2.20 | 2.59 |
| Victoria | 4.05 | 6.61 | 4.47 | 4.61 | 2.24 | 2.55 | 3.43 | 3.92 | 2.25 | 2.57 |
| Queensland | 3.98 | 6.82 | 4.46 | 4.61 | 2.20 | 2.56 | 3.32 | 4.04 | 2.06 | 2.38 |
| South Australia | 3.83 | 6.21 | 4.32 | 4.41 | 2.15 | 2.46 | 3.26 | 3.92 | 2.04 | 2.37 |
| Western Australia | 4.07 | 6.77 | 4.43 | 4.61 | 2.11 | 2.47 | 3.38 | 3.85 | 2.05 | 2.41 |
| Tasmania | 3.99 | 6.69 | 4.41 | 4.52 | 2.20 | 2.54 | 3.65 | 4.08 | 2.11 | 2.37 |
| Northern Territory | 4.49 | 7.18 | 4.97 | 5.12 | 2.46 | 2.68 | 4.16 | 4.23 | 3.05 | 2.70 |
| Australian Capital Territory | 4.61 | 6.54 | 5.29 | 5.34 | 2.40 | 2.63 | 3.76 | 4.55 | 2.35 | 2.59 |
| Australia | 4.05 | 6.69 | 4.49 | 4.62 | 2.20 | 2.53 | 3.39 | 3.99 | 2.16 | 2.51 |

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 21. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

| | Adult Males | | Junior Males | | Adult Females | | Junior Females | |
|-------------------------------|---------------|---------------|--------------|---------------|---------------|---------------|----------------|--------------|
| | October 1975 | October 1976 | October 1975 | October 1976 | October 1975 | October 1976 | October 1975 | October 1976 |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | |
| Overtime (a) | 14.10 | 16.20 | 3.70 | 4.30 | 3.20 | 3.20 | 1.30 | 1.40 |
| Ordinary time (a) | 150.30 | 171.40 | 83.40 | 96.20 | 127.20 | 148.90 | 82.30 | 95.50 |
| Total | 164.40 | 187.50 | 87.10 | 100.50 | 130.30 | 152.10 | 83.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | |
| Overtime (a) | 2.4 | 2.4 | 1.1 | 1.1 | 0.7 | 0.6 | 0.4 | 0.4 |
| Ordinary time (a) | 38.2 | 38.2 | 38.5 | 38.6 | 37.8 | 37.5 | 38.3 | 38.2 |
| Total | 40.6 | 40.6 | 39.6 | 39.7 | 38.4 | 38.1 | 38.8 | 38.5 |

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 22. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES,
INDUSTRIES, AUSTRALIA, OCTOBER 1976

| | Manufacturing | | | | | | | | | | |
|-------------------------------|---|--|-----------------------------|--|----------------------------|--|----------------------------------|--|--------|-------------------------------------|--------|
| | Metal products, machinery and equipment | | | | | | | | | | |
| | Food, beverages and tobacco | Textiles; clothing and footwear | Paper, printing, etc. | Chemical, petroleum and coal products | Basic metal products | Fabricated metal products: other mach- inery, etc. | Transport equipment | Total | Other | Total manufact- uring | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 179.10 | 162.40 | 190.30 | 199.20 | 196.40 | 174.70 | 176.20 | 179.90 | 172.50 | 179.40 | |
| Junior males | 99.60 | 95.20 | 105.00 | 110.10 | 109.70 | 93.70 | 96.60 | 97.60 | 91.00 | 97.10 | |
| Adult females | 136.60 | 124.40 | 135.70 | 143.20 | 152.30 | 132.60 | 139.60 | 135.60 | 133.20 | 133.00 | |
| Junior females | 92.70 | 82.90 | 86.80 | 99.30 | 106.10 | 93.00 | 95.00 | 94.80 | 92.90 | 89.60 | |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 42.0 | 41.6 | 41.0 | 40.4 | 41.3 | 41.4 | 40.9 | 41.2 | 41.7 | 41.4 | |
| Junior males | 40.3 | 39.8 | 40.2 | 39.2 | 38.7 | 39.6 | 39.2 | 39.3 | 39.5 | 39.6 | |
| Adult females | 39.2 | 38.2 | 39.4 | 38.7 | 39.3 | 38.8 | 39.4 | 39.0 | 38.9 | 38.8 | |
| Junior females | 39.1 | 38.6 | 39.3 | 38.4 | 39.3 | 38.9 | 38.8 | 39.0 | 38.8 | 38.9 | |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 4.26 | 3.91 | 4.64 | 4.93 | 4.76 | 4.22 | 4.31 | 4.37 | 4.13 | 4.34 | |
| Junior males | 2.47 | 2.39 | 2.61 | 2.81 | 2.83 | 2.36 | 2.46 | 2.48 | 2.31 | 2.46 | |
| Adult females | 3.48 | 3.26 | 3.44 | 3.70 | 3.88 | 3.41 | 3.54 | 3.48 | 3.43 | 3.43 | |
| Junior females | 2.37 | 2.15 | 2.21 | 2.58 | 2.70 | 2.39 | 2.45 | 2.43 | 2.39 | 2.31 | |
| Non-manufacturing | | | | | | | | | | | |
| | Mining | Electricity gas and water | Cons- truction | Wholesale trade | Retail trade | Transport and storage; commun- ication | Finance, business services | Public adminis- tration, etc. | Other | Total non- manufact- uring | |
| | | | | | | | | | | Total all industries | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 254.30 | 200.00 | 184.60 | 171.10 | 160.40 | 197.00 | 186.10 | 206.30 | 174.50 | 192.10 | 187.50 |
| Junior males | 140.60 | 112.90 | 111.20 | 97.40 | 90.50 | 104.80 | 106.60 | 107.30 | 105.90 | 102.10 | 100.50 |
| Adult females | 166.60 | 158.40 | 140.80 | 137.80 | 135.80 | 159.10 | 149.90 | 173.60 | 138.90 | 158.50 | 152.10 |
| Junior females | 110.60 | 107.40 | 96.90 | 93.40 | 88.10 | 102.00 | 101.50 | 106.00 | 88.70 | 97.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 41.4 | 40.4 | 40.6 | 40.6 | 41.1 | 41.3 | 39.3 | 38.7 | 41.3 | 40.3 | 40.6 |
| Junior males | 39.9 | 39.0 | 39.7 | 40.3 | 40.7 | 39.7 | 39.3 | 37.8 | 40.8 | 39.8 | 39.7 |
| Adult females | 39.0 | 37.1 | 38.2 | 38.6 | 39.4 | 39.2 | 37.9 | 37.3 | 38.4 | 38.1 | 38.1 |
| Junior females | 39.1 | 37.2 | 38.3 | 39.0 | 39.8 | 39.4 | 38.6 | 37.9 | 37.9 | 38.4 | 38.5 |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 6.14 | 4.95 | 4.55 | 4.22 | 3.91 | 4.77 | 4.73 | 5.33 | 4.23 | 4.77 | 4.62 |
| Junior males | 3.52 | 2.90 | 2.80 | 2.41 | 2.22 | 2.64 | 2.71 | 2.84 | 2.60 | 2.57 | 2.53 |
| Adult females | 4.27 | 4.27 | 3.69 | 3.58 | 3.44 | 4.06 | 3.95 | 4.65 | 3.62 | 4.16 | 3.99 |
| Junior females | 2.83 | 2.89 | 2.53 | 2.40 | 2.22 | 2.59 | 2.63 | 2.80 | 2.34 | 2.54 | 2.51 |

TABLE 23. AVERAGE WEEKLY EARNINGS : MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1976
(\$)

TOTAL ALL INDUSTRIES

| | Males | | | | | | | Females | |
|--------------|--------|--------|--------|--------|--------|--------|-----------|-----------|--|
| | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | Aust. (b) | Aust. (b) | |
| October 1975 | 259.30 | 255.80 | 236.50 | 235.60 | 244.20 | 237.30 | 253.50 | 194.60 | |
| October 1976 | 289.00 | 287.20 | 260.90 | 276.60 | 276.50 | 273.30 | 284.30 | 217.80 | |

(a) Private and government managerial, executive, professional and higher supervisory staff. See paragraph 7, page 17. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.